



## 2018 HONG KONG BENEFITS SUMMARY

**Holidays:** Seventeen (17) paid public holidays per year.

**Vacation:** Fifteen (15) to twenty five (25) vacation days per year subject to grading and years of service upon completion of probationary period.

**Retirement:** Mandatory Provident Fund (MPF). Employer's mandatory and voluntary contribution of MPF Plan is 5% to 10% subject to the member's years of service and monthly income.

**Healthcare:** Covering both hospitalization and outpatient for employee and dependents.

### **Outpatient**

- Generalist: 30 visits per year
- X-ray and laboratory test: provided per disability
- Out-patient specialist consultation: 10 visits per year
- Chinese Herbalist & Bonesetter & Acupuncture: 12 visits per year

### **Hospitalization**

- Room & Board: Semi-Private Room

### **Body Check-up**

- Routine Physical Examination including Eye Examination performed by Optometrist or Ophthalmologist

### **Dental Check-up**

- Oral Examination
- Scaling, Polishing and Cleaning

### **Leaves:**

- Sick Leave
- Marriage Leave
- Maternity Leave (full-paid)
- Paternity Leave
- Compassionate Leave
- Jury Leave

**Disability/Life Insurance:** 36 months basic salary as a result of death, total permanent disability, accidental death and dismemberment.

**Critical Illness Insurance:** HK\$300,000 in case of death, or diagnosis of critical illness, or surgery for any of the covered surgeries.